**Enactment of new set of labour laws**

*494. DR.A.R.KIDWAI:†
DR.T.SUBBARAMI REDDY:

Will the Minister of LABOUR be pleased to state:

(a) whether Government propose to enact a new set of labour laws to promote employment and investment, particularly foreign direct investment;

(b) if so, whether any legislation in this regard is being considered;

(c) whether Government have also taken a decision that all the existing labour laws, numbering about 50, would come for a thorough change following the new legislation;

(d) if so, by when this legislation would be introduced; and

(e) to what extent it would be helpful for labour?

THE MINISTER OF LABOUR (SHRI SAHIB SINGH VERMA): (a) to (e) A Statement is laid on the Table of the House.

***Statement***

(a) to (e) Review/updation of labour laws is a continuous process in order to bring them in tune with the prevailing situation and emerging needs of the economy. Taking into consideration the requirement of productivity, competitiveness, investment and employment generation, a need has been felt to make amendments in certain labour legislations and steps initiated. Accordingly, the process of labour reforms has been initiated and amendments in certain labour legislations *viz.* the Trade Unions Act, 1926, Workmen's Compensation Act, 1923 and the Cine Workers' Welfare Fund Act, 1981 carried out.

Meanwhile, the Second National Commission on Labour has submitted its report to the Government. The Commission has made wide-ranging recommendations on various facets of labour, *viz.* review of laws, social security, women and child labour, skill development, wages', labour administration, unorganized sector etc. As regards review of labour laws, the Commission has recommended

†The question was actually asked on the floor of the House by Dr. A. R. Kidwai.

consolidation of numerous labour laws under few major areas. The Report of the Commission was discussed at the 38th Session of Indian Labour Conference held on 28-29 September 2002, a National Seminar on Unorganised Sector Workers on 7-8 November 2003 and a Tripartite Committee Meeting held on 18-19 February, 2003. Such initiatives are necessary for evolving a consensus on important matters relating to labour. The amendments to various labour laws would be brought about keeping in view the requirements of social partners and after ensuring that the workers' interests are fully protected. Given the procedure involved, it is, however, difficult to state any time limit.

DR. A.R. KIDWAI: Would you please outline the important features which you are trying to introduce to attract the foreign investment and foreign companies? What are the important features of the labour laws?

**श्री साहिब सिंह वर्मा**:चेयरमैन सर, अभी हमारे करीब 52 लेबर लॉज हैं जिनमें पहले भी हम आवश्यकतानुसार परिवर्तन करते रहे हैं, लेकिन जब से सेंकड लेबर कमीशन ने अपनी रिपोर्ट दी है, हमने जितने भी केन्द्र द्वारा बनाए गए कानून इस वक्त है, उनके परिवर्तन करने के लिए प्रक्रिया आरंभ की है और इसी बजट सेशन में उम्मीद है कि हम एकाध बिल पेश करेंगे ।

DR. A.R. KIDWAI: Is it a fact that the main demand is for a hire and fire policy? Has the Government agreed to it? ...*(Interruptions)*....

**श्री साहिब सिंह वर्मा**:सर, मैंने जैसा कि कहा, अभी तक यह सब विचाराधीन है। इसलिए अभी कुछ भी कहना कि इस प्रकार की नीति होगी, ठीक नही हैं, लेकिन व्यक्तिगत रूप से और मंत्रालय के रूप से भी हमने इस विचार किया है और हायर एंड फायर वाली बात हम कहीं पर लाने वाले नहीं है । पर जो अनुशासनहीनता करते है और जहां लोग ठीक प्रकार से काम नहीं करते उनके खिलाफ कार्यवाही होगी ताकि अनुशासन बना रहे ।

**श्री सभापति**: क्वैश्चन नंबर 495…(**व्यवधान**)…

DR.T. SUBBARAMI REDDY: Mr. Chairman, Sir, the Minister's reply is giveriln one full page, but it does not solve my problem.

**श्री सभापति**: क्वैश्चन की जरूरत ही नहीं हैं ।